

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

CONTENTS

	Page
Reference and Administrative Details	1 - 2
Trustees' Report	3 - 18
Governance Statement	19 - 24
Statement on Regularity, Propriety and Compliance	25
Statement of Trustees' Responsibilities	26
Independent Auditors' Report on the Financial Statements	27 - 29
Independent Reporting Accountant's Report on Regularity	30 - 31
Statement of Financial Activities Incorporating Income and Expenditure Account	32
Balance Sheet	33 - 34
Statement of Cash Flows	35
Notes to the Financial Statements	36 - 71

MAYFLOWER HIGH SCHOOL
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2020

Members

L Brumby
S Wright
A Hunter

Trustees

L Brumby* (Head Teacher and Accounting Officer)
T Fox*
D Hayhow*
G Henderson (appointed 01/04/2019 – removed 13/07/2020)
A Hunter* (Vice-Chair)
S Lister*
N Morris- (resigned 23/02/2020)
P Sharp*
B Stansfield*
L Whitworth
A Wilson*
S Wright* (Chairman)
R Carter (appointed 09/12/2019)
T McLachlan (appointed 09/12/2019)

*Members of the Finance and Premises Committee

Company Secretary

Mrs A Sambrook

Senior Management Team

Head Teacher	L Brumby
Deputy Head Teacher	J Williams
Business Manager	S Hayward
Assistant Head Teacher	C Kerrigan
Assistant Head Teacher	J Rhodes
Assistant Head Teacher	S Fawell
Assistant Head Teacher	J Rowlands
Assistant Head Teacher	J Smalley
Assistant Head Teacher	R Griffiths
Assistant Head Teacher	V Gray

Company Name

Mayflower High School

Principal and Registered Office

Stock Road
Billericay
Essex,
CM12 0RT

MAYFLOWER HIGH SCHOOL
(A company limited by guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2020**

Company Registered Number

07962668 (England & Wales)

Independent Auditor

MHA MacIntyre Hudson, 2 London Wall Place, London, EC2Y 5AU

Bankers

Lloyds Bank,
4 Station Road,
Upminster,
Essex,
RM14 2UR

Solicitors

Stone King,
16 St Johns' Lane,
London,
EC1M 4BS

MAYFLOWER HIGH SCHOOL
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year 1st September 2019 – 31st August 2020. The annual report serves the purposes of both a Trustees' report, and a Directors' report under company law.

The Academy Trust operates an academy for pupils aged 11 to 18 serving a catchment area in Billericay, Essex. It has a pupil capacity of 1640 and had a roll of 1625 in the school census on 8th January 2020.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The Trustees of Mayflower High School are also the Directors of the charitable company for the purposes of company law. The charitable company operates as Mayflower High School.

Details of the Trustees who served during the year, and to the date these accounts are approved are included in the Reference and Administrative Details on page 1.

Members' Liability

Each Member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up while they are a Member, or within one year after they cease to be a Member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a Member.

Trustees' Indemnities

Qualifying third party indemnity provisions (as defined in section 236 of the Companies Act 2006) were in force for the benefit of Directors of the charitable company throughout the year and remain in force at the date of this report.

Trustees benefit from indemnity insurance to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust. The cost of this insurance in the year was £310.37 + IPT.

Method of Recruitment and Appointment or Election of Trustees

The Board regularly recruits new Trustees from the local community, parents and staff to replace resignations and ensure a comprehensive skill set. All new appointments are subject to approval by the full governing body and applicants agree to undertake the training necessary to become fully effective. New Trustees are typically mentored by more experienced colleagues in the first instance.

MEMBERS

The Members of the Academy Trust comprise;

- The Head teacher
- The Chair of the Trustees
- The Vice-Chair of the Trustees
- One person appointed by the Secretary of State, in the event that the Secretary of State appoints a person for this purpose; and Members appointed under article 16 of the Articles of Association- Currently none

Each of the persons above are entitled to appoint Members and shall have the right from time to time by written notice delivered to the Office to remove any Member appointed by them and to appoint a replacement Member to fill a vacancy whether resulting from such removal or otherwise.

MAYFLOWER HIGH SCHOOL
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

Membership will terminate automatically if:

- A Member (which is a corporate entity) ceases to exist and is not replaced by a successor institution;
- A Member (which is an individual) dies or becomes incapable by reason of mental disorder, illness or injury of managing and administering his own affairs;
- A Member becomes insolvent or makes any arrangement or composition with that Member's creditors generally. Any of the persons above may appoint a Member in the event of membership terminating under the above conditions.
- The Members may agree unanimously in writing to appoint such additional Members as they think fit and may unanimously (save that the agreement of the Member(s) to be removed shall not be required) in writing agree to remove any such additional Members.

Every person nominated to be a Member of the Academy Trust shall either sign a written consent to become a Member or sign the register of Members on becoming a Member.

Any Member may resign provided that after such resignation the number of Members is not less than three. A Member shall cease to be one immediately on the receipt by the Academy Trust of a notice in writing signed by the person or persons entitled to remove him under Articles 13 or 16 provided that no such notice shall take effect when the number of Members is less than three unless it contains or is accompanied by the appointment of a replacement Member.

TRUSTEES

As detailed in the Memorandum and Articles, the Academy Trust should have the following Trustees: Subject to Articles 48-49 and 64, the Academy Trust shall have the following Trustees:

- a) Up to 9 Trustees, appointed under Article 50;
- b) A minimum of 2 and up to 7 Parent Trustees appointed under Articles 53-58;
- c) Up to 3 Staff Trustees, subject to Article 50A;
- d) The Head Teacher;
- e) Any additional Trustees, if appointed under Article 62, 62A or G8A;
- f) Any Further Trustees, if appointed under Article 63 or Article G8A.

APPOINTMENT OF TRUSTEES

The Members may appoint up to 9 Trustees, subject to Article 50A.

The total number of Trustees who are employees of the Academy Trust (including the Head Teacher) must not exceed one third of the total number of Trustees.

The Head Teacher shall be treated for all purposes as being an ex officio Governor.

Parent Trustees are elected by parents of registered pupils at the Academy. A Parent Governor must be a parent of a pupil at the Academy at the time when he/she is elected.

The Governing Body shall make all necessary arrangements for, and determine all other matters relating to, an election of Parent Trustees, including any question of whether a person is a parent of a registered pupil at the Academy. Any election of Parent Trustees which is contested shall be held by secret ballot.

The Staff Trustees shall be elected by staff members at the Academy. A Staff Trustee must be a staff Member at the time when he/she is elected. If a staff Trustee ceases to be a staff member then he/she shall be deemed to have resigned and shall cease to be a Trustee.

The Trustees may appoint up to 3 Co-opted Trustees.

MAYFLOWER HIGH SCHOOL
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The Secretary of State may also appoint such additional Trustees where following an Inspection by the Chief Inspector in accordance with the Education Act 2005 (an "Inspection") the Academy Trust receives an Ofsted grading (being a grade referred to in The Framework for School Inspection or any modification or replacement of that document for the time being in force) which amounts to a drop, either from one Inspection to the next Inspection or between any two Inspections carried out within a 5 year period. For the purposes of the foregoing the grade received by the Predecessor School shall be regarded as the grade received by the Academy Trust.

The Secretary of State may also appoint such further Trustees as he thinks fit if a Special Measures Termination Event (as defined in the Funding Agreement) occurs in respect of the Academy Trust.

Within 5 days of the Secretary of State appointing any additional or further Trustees in accordance with Articles 62, 62A or 63, any Trustees appointed under Article 50 and holding office immediately preceding the appointment of such Trustees, shall resign immediately and the Members' power to appoint Trustees under Article 50 shall remain suspended until the Secretary of State removes one or more of the additional or further Trustees.

Policies and Procedures Adopted for the Induction and Training of Trustees

Trustees are recruited based on the skills that they will bring to the Governing Body or based on a proposal to the Governing Body by representative groups. On appointment Trustees receive extensive information relating to the Academy Trust and attend a meeting with the Head Teacher; they are also linked to a current Trustee. During the year Trustees are offered training through school based and external courses. All Trustees are provided with copies of policies, procedures, minutes, financial statements, budgets, plans and other documents that they will need to undertake their role as Trustees. Regular skills audits are undertaken to ensure that the board has a broad variety of skills and competencies among its Members.

Organisational Structure

All Trustees are Members of the full board. In addition Trustees are members of committees who report to the full Board. There are five governors' committees: Curriculum, Chairs Liaison, Finance and Premises, Personnel, and Pay Committee. The Membership of the Finance and Premises Committee is shown on page 1. There are agreed terms of reference for each committee which are reviewed annually. The Board is responsible for the strategic direction and overall Academy Trust management.

The day to day running of the school is delegated to the Head Teacher, the leadership team and middle managers. The leadership team consists of the Head Teacher, Deputy Head Teacher, eight Assistant Head Teachers and the Business Manager. The Head Teacher is the Accounting Officer.

Arrangements for setting pay and remuneration of Key Management Personnel

Key Management Personnel include Academy Trustees and those staff to whom the Trustees have delegated significant authority and responsibility in the day to day running of the school, these are the Head Teacher, the Deputy head Teacher, the School Business Manager and Senior Management Team.

The arrangements for setting the pay and remuneration of the Academy Trust's Key Management Personnel are set out in the pay policy of the academy. Pay and remuneration of key personnel is decided by a variety of contributory factors, such as the pay scales for each role and level of experience of each member of staff. In addition, pay levels may be affected by nationally agreed pay awards.

The Academy Trust acknowledges that it has two Members of Key Management Personnel where remuneration is over £100k. The Trustees consider this to be acceptable due to the small size of the Senior Leadership Team including only one deputy head.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

Trade union facility time & Relevant union officials

There is one trade union representative. There were no costs associated with their trade union activities during the year 2019-20.

Related Parties and other Connected Charities and Organisations

The Trustees, all Key Management Personnel and other key staff of Mayflower High School declare any pecuniary interests on an annual basis. Any transactions made between the resulting related parties are only undertaken in accordance with the Academies Financial Handbook.

The Academy Trust did not co-operate with any related party organisations during the academic year.

Objects and Aims

Mayflower High School's object is to advance for the public benefit education in the United Kingdom, in particular and without prejudice to the generality of foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum and also another object is to promote for the benefit of the inhabitants of Billericay and the surrounding area the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

Objectives, Strategies and Activities

During the year the Academy Trust has worked towards its aims by setting a school development plan. The full document can be viewed at www.mayflowerhigh.essex.sch.uk/policies-and-documentation

The Key focus areas for improvement are as follows;

1. Student Progress & Outcomes

- 1.1 Raising standards of attainment and progress
- 1.2 Data for tracking
- 1.3 Student progress interventions

2. Inclusion

- 2.1 Pupil Premium
- 2.2 Most Able
- 2.3 SEND
- 2.4 Year 7 Catch-up
- 2.5 EAL (English as an additional Language)

3. 16-19 Provision & Outcomes

- 3.1 Raising standards of attainment & progress
- 3.2 KS5 Curriculum Developments
- 3.3 Dress Code

4. Quality of Teaching & Assessment

- 4.1 Literacy
- 4.2 Quality marking and feedback
- 4.3 Reporting

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

5. Student Development, Behaviour & Welfare

- 5.1 Pupil leadership
- 5.2 Behaviour expectations
- 5.3 Uniform standards

6. Staff Development

- 6.1 Staff well-being
- 6.2 Evaluate and review teaching staff CPD
- 6.3 Targeted training for support staff

Ofsted Key Issue

- To improve the good performance of the sixth form, with a particular focus on A/A2 English, Mathematics, History and Chemistry, so that it matches the outstanding achievement of the rest of the Academy Trust.

Public Benefit

The Trustees of Mayflower High School have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission. Activities undertaken to provide public benefit are set out in this report. In setting our objective and planning out activities the Trustees have carefully considered the Charity Commission's general guidance on public benefit.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

STRATEGIC REPORT

Achievements and Performance

CAG – GCSE 2020

The grades that we were able to release on Thursday 20 August 2020 produced 'headline figures' as follows:

Attainment 8 score	52.87 (school target was in the range 50 – 55)
English & Maths 5+	52% of students (school target 48 – 55%)
English & Maths 4+	76% of students (school target 80%)
Ebacc Average Points Score	4.82 (school target in the range 4.4 – 4.7)
% entering Ebacc	63% (school target 64%)

The equivalent figures for 2019 were as follows: A8 – 49, Eng & Maths 5+ - 46%, Eng & Maths 4+ - 75%, Ebacc APS – 4.46 and % entering Ebacc – 63%

This impressive set of results indicates that the vast majority of the school targets were met and that there was an improvement on the results posted last year.

The Senior Leadership Team would like, once again, to take this opportunity to thank all the staff for the way in which they have managed the process of generating estimated grades following the cancellation of the entire summer examination series.

It is something of a back-handed compliment that the government has recognised, albeit unacceptably very late in the day, that the diligent and meticulous manner by which subject teachers generated robust and fair grades for each of their students was always going to be the most equitable of awarding subject grades following the cancellation of these year's examinations.

MAYFLOWER HIGH SCHOOL
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

CAG - A Level 2020

Initial Analysis of the Summer 2020 Results Period

A Level Results:

Metric	Target	Summer 2019	Jan '20 Monitoring report	Ofqual Moderated Grades (13 Aug 2020)	Summer 2020 Final Grade
A* - A	N/A	15.8%	21.6%	19.05%	31.02%
A* - B	45 – 55%	44.6%	48.9%	47.9%	56.89%
A* - E	99%	96.7%	97.96%	96.9%	99.23%
4 Matrix VA#	N/A	+0.1	+0.01	-0.12	+0.32
ALPS QI	4	5	4/5	5	2

This VA is calculated using data pertaining to the 2018-19 cohort and is subject to change. It is not expected that a VA will be calculated for this data set given the COVID -19 situation. This figure is only to be used with caution.

Applied General Results:

Metric	Target	Summer 2019	Jan '20 Monitoring report	Ofqual Moderated Grades (13 Aug)	Summer 2020 Final Grade
D*-D	N/A	2.63%	1.64%	N/A	16.39
D* - P	99%	100%	100%	N/A	100%
4 Matrix VA#	N/A	+0.09	+0.18	N/A	+0.45
ALPS QI	4	5	5	N/A	5

This VA is calculated using data pertaining to the 2018-19 cohort and is subject to change. It is not expected that a VA will be calculated for this data set given the COVID -19 situation. This figure is only to be used with caution.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

CAG A Level Results Day Summary:

The Year 13 students were split into three and each third was given a dedicated school mobile number to talk to. Between 13 – 16 August, Member of the 6th form staff spoke to 80 – 90 families and universities. The majority of the calls related to the confusion surrounding CAGs, moderated grades, mock/PPE results and UCAS clearing. Unsurprisingly, most students and parents were confused and needed support. Many families had to be called back following the Government decision to use CAG grades rather than the triple-lock system of using mock /PPE grades. During the latter part of the summer, some students were still waiting to have their university places confirmed and thus a full report on student destinations will follow in due course. The majority of parents and students were very pleased with the support offered by the Academy Trust.

GCSE Results Day Summary:

Supporting Mayflower Internal Sixth Form Applicants:

Thanks to the support offered by members of the Senior Leadership Team and key position holders across the school, every Year 11 student that had applied to the Sixth Form had a dedicated member of staff to support them on results day. The initiative was very successful and enabled the results day to run very smoothly. From the call records submitted to date, it would appear that on average colleagues received calls from 70% of the students on their list. Given that we had 181 Mayflower Applicants, the data suggests that approximately 127 families received help on Results Day. The call records suggest that the majority of the conversations concerned subject changes, CAG related questions and enquires concerning insufficient CAPS. Again, parents and students were thankful for the support offered by telephone.

Key Performance Indicators

Due to the unusual set of circumstances relating to the school closure and Covid 19 epidemic in the year 2019-20 results are based on centre assessed grades. The government does not require these results to be used as a performance indicator for this year.

Going Concern

The Academy Trust has been seriously impacted by the Covid-19 pandemic which materially reduced 2019/20 Trading Revenue. Loss of revenue continued into the first term of 2020/21 and was exacerbated by unbudgeted staff cover costs as management has endeavoured to keep the school open notwithstanding that many staff have become ill or required to isolate.

Unrestricted reserves carried forward at 1 September were £123k but subsequent losses have eroded this and without further action would fall to £81k by the year end against a policy floor of £100k.

The Academy Trust has now implemented immediate actions to address these losses, these will make savings in the region of £190k.

Uncertainties remain as follows;

- A national lockdown including the closing of schools will continue into the summer term, this could result in a further loss of around £110K in traded income. The closure of the school is taken into account for the whole of the Spring term, currently government advice is that schools should be able to re-open after February half-term.
- The buildings are in need of maintenance and urgent upgrades, whilst CIF funding has been applied for should boilers/pipework fail in the meantime the school may have to undertake emergency repairs.

MAYFLOWER HIGH SCHOOL
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The Academy Trust's longer term prospects are sound. It continues to achieve good educational outcomes, is substantially oversubscribed both at Y7 and Y12, and is growing at some 30 students p.a. as the impact of moving to 9 form entry accumulates. As the DfE only recognises this increase 12 months in arrears, however, the school will remain underfunded by £120k p.a. until 2022. The Academy Trust is also discussing a land sale with the DfE so it can properly house its expanding Sixth Form.

The Academy Trust has budget forecasts to 2025 which are regularly reviewed by governors. The current budgets show that reserves are on an upward trajectory from this current financial year.

The cash flow position has been carefully examined and, because the ESFA provides funds in advance, Trustees are satisfied the school will remain able to meet its debts as they become due for the foreseeable future.

Having carefully reviewed the position, and taken external advice, the Trustees are satisfied that:

- Losses have now been staunched and finances are on a stable footing
- Reserves can gradually be restored to policy levels when trading income can be rebuilt, expected from Easter 2021 onwards
- The school has adequate cash flow to meet its obligations as they fall due

Against that background the Trustees are satisfied that the school can continue operations indefinitely and may confidently be regarded as a going concern.

FINANCIAL REVIEW

The main source of Academy Trust funding is GAG and other grants that it receives from the Education Funding Agency. In the year 2019/20 the Academy Trust received £8,530K of GAG and other funding. 99.7% of income is spent on staff costs and other support costs to deliver the Academy Trust's objective of the provision of education.

For the year 2019/20 an in year deficit budget was set, however the Academy Trust has reserves to support the in year deficit, with a detailed plan to reduce the in year deficits in the coming years and to set a balanced budget going forward this is mainly due to the increase in pupil numbers. Unfortunately during the year, the Academy Trust has had additional expenditure and has also felt the effects of the Covid 19 outbreak financially. The Academy Trust had had to make considerable expenditure on unplanned maintenance works this included essential maintenance to the swimming pool of £21k. Other unplanned expenditure was made due to the Covid outbreak which is not reclaimable from the ESFA. The company that the school employed to manage its lettings went into administrative receivership leaving the Academy Trust with £21k of unpaid invoices, therefore the Academy Trust did not make any income from lettings in this financial year. The income received from catering facility was also severely reduced due to the school closure meaning that catering net profit was down by £61k from the previous year. The net operating losses in year amounted to £351K unrestricted funds and £680K restricted funds leaving the Academy Trust with £129K reserves to carry forward at the end of the year (excluding restricted fixed asset funds and restricted pension funds). This means that the carry forward is still within the reserves policy set, however reduced from the initial forecast for the year 2019/20.

The Academy Trust had two successful Condition Improvement Fund (CIF) bids during the year 2019/20 to replace fire doors and also to encapsulate and remove asbestos in B Block. The total cost of the fire door project is £218k with and grant of £183K and the school receiving a loan for the balance of £35k. The total cost of the Asbestos removal project is £718K with the school receiving a grant for £631K and a loan to cover the balance of £150k.

MAYFLOWER HIGH SCHOOL
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

Due to the accounting rules for the local Government Pension Scheme under FRS 102, the Academy Trust is recognising a significant pension fund deficit of £5,662,000. This does not mean that an immediate liability for this amount crystallises and such a deficit generally results in a cash flow effect in the form of increased employee and employers contributions over a number of years.

Reserves Policy

Working Capital

The Academy's cash flow is strong, due to the profile of its incoming resources however, due to future funding predictions, rising costs and the Covid outbreak the Governing Body feel that the reserves carried forward from 2019/20 may need to be used partly for working capital in future years.

Financial risk management

All schools are subject to a wide range of risks, many of which have financial implications, and as such 'rainy day' funds are appropriate to be held as mitigation against the effect of such risks. The Academy Trust has a formalised approach to risk management which identifies major risks, assesses their severity in terms of impact and likelihood and identifies mitigating actions. The financial risks that are mitigated by the holding of reserves include variability of income, variability of expenditure and the risks identified as serious, major or critical that have financial significance.

The Academy Trust's policy for reserves is linked to, and part of, its formal consideration of the Academy Trust's going concern presumption. The Governing Body annually consider the level of reserves it is appropriate for the Academy Trust to hold in order to demonstrate appropriate financial management and sustainability.

During the year 2019/20 the Governing Body, having discussed likely risks, has decided to hold a level of unrestricted reserves of £100,000 to cover any short-term cash flow variances.

The Governing Body acknowledge the need to set cash reserves aside to meet the risk of unforeseen events. Funding is relatively well assured, however there are concerns over the levels of funding in the coming years, this along with such risks that relate to the potential late receipt of funds and the need for emergency expenditure. In 2019/20 The Governing Body has considered these issues and agreed it prudent to reserve £100,000 - £500,000 to balance the books in future years. This is set out in the 3-5 year budget plan.

The unrestricted reserves at the end of 2019/20 amount to £123K this is within the policy range. (£100k for cash flow variances and £100k- £500k to balance the books in future years) The Trustees hope to replenish reserves to at least £200k in the coming years, however this will depend on the Covid outbreak and future uncertainties.

The Academy Trust also has an exposure to the Local Government Pension Scheme (LGPS) in respect of its share of the overall scheme deficit. This deficit is being settled through contributions determined by the scheme, funded from the Academy Trust's regular income. The Local Government Pension Scheme operate a tri-annual valuation this may mean some fluctuation in the contribution rates in the future. The negative pension reserve represents the Academy Trust's long term pension liabilities, and on-going pension commitments are settled from revenue funding.

This policy will be reviewed annually.

At 31 August 2020 the total funds comprised:

Unrestricted		£123,763
Restricted:	Fixed asset funds	£7,619,516
	Pension reserve	£(5,662,000)
	Other	£5,698
		<u>£2,086,977</u>

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

Investment Policy

The end of the financial year 31 August 2020 sees the Academy holding a significant balance; however the intention is to make use of the funds to maintain the service provided by the Academy Trust. The Academy Trust, therefore does not immediately need to invest funds to cover anticipated expenditure. Research is undertaken periodically as to where funds could be deposited applying prudence and with minimal risk.

Principal Risks and Uncertainties

The Trustees maintain a risk register identifying major risks to which the academy is exposed and identifying actions and procedures to mitigate those risks. A review of the risk register is undertaken on an annual basis and is discussed by the finance committee. The principal risks facing the Academy are outlined below; operational level risks are addressed by its systems and by internal financial and other controls. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

A reduction in overall funding - Overall funding is dictated by government policy and student numbers. Both trends are carefully monitored and impact managed through the annual budget process. A 5 year budget plan is regularly refreshed in order to manage the position.

Pension Strain causing significant financial strain - It is written in the funding agreement that the academy must offer both the TPA to teaching staff and the LGPS to support staff. The LGPS are considering ways to lighten the burden on academies.

The Covid outbreak – This poses significant and somewhat unknown financial risk to the Academy Trust. The school faces ongoing extra expenditure to ensure the safety of students and staff within the school as well as significant loss of income from lettings and catering.

FUNDRAISING

The Academy Trust's approach to fundraising is the following. It is the preserve of the Full School Council who decides on the fundraising activities for each academic year. The Academy Trust always supports the national charity events; namely, Children in Need, Comic Relief, Christmas Jumper Day. Personal charities for students or staff are then presented at a meeting for the council to vote. The successful ones are then adopted by the school. The school does not work with any professional fundraisers.

Monitoring of fundraising is closely monitored and controlled by the Assistant Head Teacher: Student Welfare & standards. There have been no fundraising complaints during the year 2019-20. All students are invited to participate in fundraising activities but participation is always voluntary.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

PLANS FOR FUTURE PERIODS

Curriculum

The Academy Trust will continue to focus its efforts as outlined in its school improvement plan the six key areas for development have been outlined as follows; Student Progress and outcomes, curriculum development, quality of teaching and learning, leadership and management, 16-19 provision and outcomes and personal development, behaviour and welfare.

Pupil Numbers

With an amendment to the funding agreement with the Department for Education in 2018 the school is incrementally increasing numbers with the addition of an extra class each year making the total number in each year 270. This will continue and the school will have 5 full years of 270 in September 2021. The number in sixth form have also continued to increase, in the year 2020 the Academy Trust has accepted 263 students.

Sixth Form Centre and Catering Facilities

The core aim of Mayflower High School is to maximise success, well-being and achievement in order to deliver 'outstanding' provision for all learners within a culture of equality, understanding and mutual respect. We aim to improve the quality of learning spaces to facilitate innovative and flexible approaches to learning and the provision of a balanced and engaging curriculum.

The specification for a Sixth Form Centre and additional Catering provision addresses three serious issues within the Academy Trust, one of which is having to accommodate an increased number of students in the Sixth Form and provide provision for the increase in applications for Sixth Form places in line with raising of the participation age and the second is having a detrimental effect on teaching and learning. The third issue relates specifically to our current catering provision which is not adequate for our needs plus the requirement for the removal of the split lunch period.

Background

Sixth Form

In the past five years the number of students admitted to the Sixth Form has grown by 66% from 240 to 360 students. In addition to applications from Mayflower students into the Sixth Form, we regularly receive 90 applications from external students for Sixth Form places. Due to a lack of accommodation we are forced to cap the number of external entries in to the Sixth Form. By increasing the Sixth Form to 360 in the past five years we now have a severe shortage of teaching accommodation across the school. Sixth Form applications are currently restricted as a result of the lack of accommodation available to teach extra classes and students. Whilst the teaching infrastructure has been able, in the past, to accommodate students who wished to join the Sixth Form, numbers are now severely limited by a lack of classrooms. As one of the top performing Sixth Forms in Essex, the results and success gained by Mayflower High school Sixth Form students, combined with the raising of the participation age, points to the demand for places increasing considerably in the future.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

Catering

The current catering facility comprises of a very small kitchen which houses outdated equipment and requires a significant capital investment in order to provide a full hot food service for all students and staff. There is no discrete dining facility, therefore the school hall is used as a make shift dining provision for two hours a day which is a very ineffective use of this facility. All 11-16 students are not allowed off site during the extended two hour lunch period. During the lower school first lunch period, the upper school students are in lessons throughout the school, which creates significant issues related to student supervision and increased noise levels whilst lessons are being delivered. The cycle is repeated for the upper school lunch period. The provision of a second dining facility will enable the school to remove the split lunch and provide two venues for a lower and upper school service.

Challenges:

- Post 16 accommodation has reached capacity with limited ICT provision. Proposed future vocational L3 expansion will increase student numbers therefore placing additional demands on the current room allocation and facilities. Current common room and study support accommodation is insufficient to meet current demands.
- The disjointed nature of rooming for core faculty areas needs to be addressed. Fragmented faculties create difficulties in organisation and communications for staff and students. The school will be seeking design solutions that allow for all curriculum areas to be located together.
- There is a lack of 'flexible' learning space and spaces which are able to facilitate a growing range of learning and teaching styles, group interaction and multi-media resourcing. There is currently limited space which is suitable for independent learning, research and investigation.
- ICT provision is inadequate and sporadically distributed across teaching rooms. Access provision is inconsistent across subject areas, with limited opportunities for the delivery of discrete or subject specific ICT.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

Strategy:

- A Level courses are successful and popular and we would wish to maintain and enrich this area but we would also want to extend the range of vocational courses to appeal to a wider range of students. Currently it tends to be the least able and disengaged who take up vocational courses, mostly at college. We would want to explore and research courses and qualifications which encourage all learners to consider a wide range of possibilities on-site.
- Increase applied learning opportunities for students with a range of abilities with the possibility of Business Studies being a focal point for development and expertise. To enhance the Business Studies element of our offer we would require international conferencing/communication facilities. We envisage professional-looking facilities with a business-like environment.
- To provide a wide range of different learning experiences within appropriate bespoke spaces. Traditional classrooms, social spaces with potential for independent and group learning activities.
- Using innovative new technologies as a tool to enhance personalised learning and improve management systems, we aim to maximise success, well-being and achievement in order to deliver 'outstanding' ICT provision for all learners.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

Key priorities:

- Address the disjointed nature of rooming for faculty areas. Fragmented faculties create difficulties in organisation and communications for staff and students.
- Provide fit-for-purpose learning spaces which successfully accommodate creative and effective group-work techniques as well as a variety of approaches such as students as teachers and facilitators, enrichment programmes and accelerated pathways.
- To extend the provision of alternative pathways to foster a breadth and range of skills to match the shift in the employment market. Currently, we offer a small but successful range of alternative pathways. We would want to build on our strengths (KS4 learning builds well from KS3 foundations) and use them as a foundation to broaden the 'menu' we offer.
- To increase our vocational offer; vocational courses expansion not currently possible due to lack of space, environmental issues, the lack of capacity within the ICT infrastructure and competition from better resourced local colleges.
- To overcome the problem of increased Sixth Form numbers and lack of accommodation.
- To provide a 10-classroom block with ground floor catering (multi-functional), common room (learning space), office(s) and staff workroom
- Provide fit-for-purpose catering facility to accommodate the needs of at least 600 students and dual use for curriculum lessons or meetings venue.
- Provision of a catering service throughout the working day
- Additional common room (learning space) facility for Sixth Form students with Wi-Fi connectivity
- Review format /structure of the school day to enable the removal of the split lunch

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

There are no assets subject to custodian arrangements.

MAYFLOWER HIGH SCHOOL
(A company limited by guarantee)

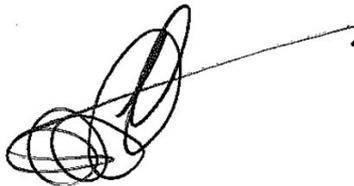
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

AUDITOR

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Trustees' report, incorporating a strategic report, was approved by order of the board of Trustees, as the company Directors, on 20 January 2021 and signed on the board's behalf by:



.....
S Wright
Chair of Trustees

MAYFLOWER HIGH SCHOOL
(A company limited by guarantee)

GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2020

SCOPE OF RESPONSIBILITY

As Trustees we acknowledge we have overall responsibility for ensuring that Mayflower High School has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against material misstatement or loss.

The Board of Trustees has delegated the day-to-day responsibility to the head teacher as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Mayflower High School and the Secretary of State for Education. They are also responsible for reporting to the board of Trustees any material weaknesses or breakdowns in internal control.

GOVERNANCE

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 2 times during the year. Due to the Covid pandemic, the Board has had to undertake a different approach to maintaining oversight and discharging its role. The Trustees met as a board informally during the year, as well as in their roles as Members of the Finance and Premises Committee (see below). The discussions held informally were then documented at the formal meetings and by doing so the board are satisfied that they have maintained effective oversight of the Academy Trust.

Where the Board has met less than 6 times during the year, it has ensured sufficient oversight of the Academy Trust's reserves by liaising closely with the Finance and Premises Committee. The role and responsibilities of the Finance and Premises Committee is discussed further below.

Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
L Brumby (Head Teacher and Accounting Officer)	2	2
T Fox (Staff Governor)	1	2
D Hayhow	2	2
G Henderson (appointed 01/04/2019 - removed 13/07/2020)	0	2
A Hunter	2	2
S Lister	2	2
N Morris (resigned 23/02/2020)	1	1
P Sharp	2	2
B Stansfield	2	2
L Whitworth	2	2
A Wilson	2	2
S Wright (Chairman)	2	2
R Carter (appointed 09/12/2019)	2	2
T McLachlan (appointed 09/12/2019)	2	2

MAYFLOWER HIGH SCHOOL
(A company limited by guarantee)

GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2020

There have been no key changes in the Board of Trustees during the year, although we have 2 new Trustees, both have taken up roles within the Board of Trustees based on their skills as identified. The key challenges for the board of Trustees throughout the year have been to work within the confines of a reducing income and to set future plans to ensure that the Academy Trust does not fall into a deficit situation.

The Chair of Trustees meets with the chairs of the various committees periodically to review governance. The group considers the board's skill set, its training record, its independence, and its effectiveness in scrutiny and decision taking. These discussions inform decisions about recruitment and training, and during the course of this year Essex Governor Services delivered a training module designed to ensure a minimum level of competence for all. The Board is currently considered to achieve a high standard of effectiveness.

Trustees receive data from the Senior Leadership Team that is up to date and reliable. Financial information is presented to the Finance and Premises Committee of the governing body at each of its 6 meetings through the year. Monthly reports are presented to the Chair of Trustees and the chair of the finance committee on a monthly basis. Curriculum data is presented at each of the 3 curriculum committee meetings. The quality of the data presented is monitored to ensure that the information is gained from reliable sources, complete and is the most up to date available.

The Finance and Premises Committee is a sub-committee of the main board and its purpose described within its Terms of Reference below.

On behalf of the Governing Body:

1. To consider the Academy Trust's indicative funding, notified annually by the DfE, and to assess its implications to the for the Academy Trust, in consultation with the Head Teacher and Business Manager, in advance of the financial year, drawing any matters of significance or concern to the attention of the governing body
2. To consider and recommend acceptance/revision of the Academy Trust's budget, at the start of each financial year
3. To contribute to the formulation of the Academy Trust's improvement plan, through the consideration of financial priorities and proposals, in consultation with the Head Teacher and Senior Leadership Team, with the stated and agreed aims and objectives of the Academy Trust
4. To receive and make recommendations on the broad budget headings and areas of expenditure to be adopted each year, including the level and use of any contingency fund or balances, ensuring the compatibility of all such proposals with the improvement priorities set out in the improvement plan
5. To liaise with the Pay Committee and other governing body committee, as appropriate, and to make recommendations to those committees about the financial aspects of matters being considered by them and to agree budgets within which these committees may operate
6. To monitor and review income and expenditure on a regular basis and ensure compliance with the overall financial plan for the academy, and with the financial regulations of the DfE, drawing any matters of concern to the governing body
7. To monitor and review procedures for ensuring the effective implementation and operation of financial procedures, on a regular basis, including the implementation of bank account arrangements and, where appropriate to make recommendations for improvement
8. To prepare the financial statement to form part of the report to be filed in accordance with the Companies Act and DfE requirements

MAYFLOWER HIGH SCHOOL
(A company limited by guarantee)

GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2020

9. To receive and approve the Draft Accounts. To review and recommend to the Full Governing Body the Final Accounts
10. To receive Auditor's reports and to recommend to the full governing body action as appropriate in response to audit findings; acting as and subsuming the role of the Audit Committee
11. To recommend to the full governing body the appointment or reappointment of the auditors of the academy
12. To recognise that where exception decisions must be taken outside of the usual committee timetable that communication and decisions by email will be accepted.
13. To advise the Governing Body on priorities, including Health & Safety and Well-Being, for the maintenance and development of the school's premises.
14. To make recommendations on premises-related expenditure outside of the fixed budget.
15. In consultation with the Head Teacher, oversee premises-related funding bids.
16. To monitor and promote arrangements, including Health & Safety and well-being, for the use of school premises by outside users, subject to governing body policy and in furtherance of community cohesion.
17. To establish and keep under review a 5-year Asset Management Plan.
18. To establish, revise, and keep under review, an Accessibility Plan.
19. To make recommendations for action to the Governing Body for any significant change to the land or buildings of the school.
20. To maintain the Risk Register and ensure appropriate mitigating actions, referring any significant concerns to the Full Governing Body

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
L Brumby (Head Teacher and Accounting Officer)	6	6
T Fox	5	6
D Hayhow	3	6
A Hunter	6	6
S Lister	4	6
P Sharp	6	6
B Stansfield	5	6
A Wilson	5	6
S Wright (Chairman)	1	6

GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2020

REVIEW OF VALUE FOR MONEY

As Accounting Officer the Head Teacher has responsibility for ensuring that the Academy Trust delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

The Accounting Officer considers how the Academy Trust's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where appropriate. The Accounting Officer for the Academy Trust has delivered improved value for money during the year by:

- ensuring that funds received have been spent in line with the budget set
- being aware that education funding is reducing, ensuring there is a suitable carry forward to cover all eventualities
- all areas of expenditure are scrutinised to ensure they are truly adding value
- retentions are held against large contracts to ensure that work is carried out to a satisfactory standard

- Using integrated Curriculum and financial planning and ensuring the budget ties back to the school improvement plan continuing to review the staffing structure to ensure best value and sustainability

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Mayflower High School for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 1st September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2020

THE RISK AND CONTROL FRAMEWORK

The Academy Trust's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. In particular it includes:

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees
- regular reviews by the finance and general purposes committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- delegation of authority and segregation of duties
- identification and management of risks

The Board of Trustees has considered the need for a specific internal audit function and has decided:

Juniper Education offer an internal audit service referred to as the Internal Controls Evaluation (ICE). Standard internal controls Evaluation (ICE) templates are used to review and test an Academy Trust's internal controls and procedures. These templates are used to review and test an Academy Trust's internal controls and procedures. These templates are regularly reviewed and updated to incorporate legislative changes, updated ESFA guidance and guidance offered by statutory auditors. These templates are designed to provide governors of academies with a level assurance that appropriate financial controls are in place and include testing of adherence to the approved schemes of delegation of financial power and compliance with the Academies Financial Handbook.

The internal auditors role includes giving advice on financial and non-financial matters and performing a range of checks on the Academy Trust's financial systems. In particular the checks carried out in the current period included:

- Governance and financial management
- Banking
- Payroll and expenses
- Governance and financial reporting
- Income
- Assets

On a termly basis the ICE Consultant produces a report for the Board of Trustees, dealt with through the Finance Committee on the operation of the systems of control and on the discharge of the board of Trustees' financial responsibilities.

The Internal audit schedule has delivered their schedule of work as planned during the year.

GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2020

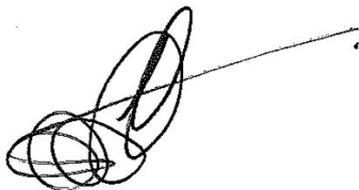
REVIEW OF EFFECTIVENESS

As Accounting Officer the Head Teacher has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the internal auditor
- the work of the external auditor
- the financial management and governance self-assessment process
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the finance committee and a plan to address any weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the Members of the Board of Trustees on 20 January 2021 and signed on its behalf by:



.....
S Wright
Chair of Trustees



.....
Lee Brumby
Accounting Officer

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Mayflower High School I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

I confirm that I and the Academy Trust Board of Trustees are able to identify any material irregular or improper use of all funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academies Financial Handbook 2019.

I confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to the Board of Trustees and ESFA.



.....
L Brumby
Accounting Officer
Date: 20 January 2021

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2020

The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with the Academies Accounts Direction published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies Accounts Direction 2019 to 2020;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from ESFA/DfE have been applied for the purposes intended.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by order of the members of the Board of Trustees on 20 January 2021 and
signed on its behalf by:



.....
S Wright
Chair of Trustees

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
MAYFLOWER HIGH SCHOOL**

Opinion

We have audited the financial statements of Mayflower High School (the 'Academy Trust') for the year ended 31 August 2020 which comprise the Statement of Financial Activities incorporating Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2015 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy Trust's affairs as at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Academy Trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Academy Trust's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
MAYFLOWER HIGH SCHOOL (CONTINUED)**

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Other information includes the Reference and Administrative details, Trustees' Report, incorporating the Strategic Report and the Directors' Report, the Governance Statement, the Statement on Regularity, Propriety and Compliance and the Statement of Trustees' Responsibilities. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report (incorporating the Strategic Report and the Directors' Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and the Directors' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report including the Strategic Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
MAYFLOWER HIGH SCHOOL (CONTINUED)**

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also the directors of the Academy Trust for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Academy Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Academy Trust or to cease operations, or have no realistic alternative but to do so.

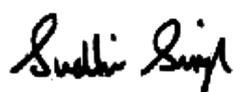
Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the Academy Trust's Members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Academy Trust's Members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Academy Trust and its Members, as a body, for our audit work, for this report, or for the opinions we have formed.



Sudhir Singh FCA (Senior Statutory Auditor)

for and on behalf of
MHA MacIntyre Hudson
Chartered Accountants
Statutory Auditors
6th Floor
2 London Wall Place
Barbican
London
EC2Y 5AU

Date: 29 January 2021

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO
MAYFLOWER HIGH SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 4 October 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Mayflower High School during the year 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Mayflower High School and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Mayflower High School and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Mayflower High School and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Mayflower High School's Accounting Officer and the Reporting Accountant

The Accounting Officer is responsible, under the requirements of Mayflower High School's funding agreement with the Secretary of State for Education dated 1 August 2011 and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO
MAYFLOWER HIGH SCHOOL AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations in order to provide us with sufficient appropriate evidence to express a negative conclusion on regularity.

A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion.

Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the Academy Trust's income and expenditure.

The work undertaken to draw our conclusions includes:

- reviewing the Minutes of the Governing Body and other evidence made available to us, relevant to our consideration of regularity;
- a review of the objectives and activities of the Academy Trust, with reference to the income streams and other information available to us as auditors;
- testing of a sample of payroll payments to staff;
- testing of a sample of payments to suppliers and other third parties;
- consideration of governance issues; and
- evaluating the internal control procedures and reporting lines, and testing as appropriate and making appropriate enquiries of the Accounting Officer.

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

MHA MacIntyre Hudson

Reporting Accountant
MHA MacIntyre Hudson
Chartered Accountants
Statutory Auditors

6th Floor
2 London Wall Place
Barbican
London
EC2Y 5AU

Date: 29 January 2021

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2020**

	Note	Unrestricted funds 2020 £	Restricted general funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:						
Donations and capital grants	4	42,198	-	171,141	213,339	152,755
Charitable activities	5	570,080	8,529,737	-	9,099,817	8,936,748
Other trading activities	6	84,781	-	-	84,781	74,607
Investments	7	441	-	-	441	714
Total income		697,500	8,529,737	171,141	9,398,378	9,164,824
Expenditure on:						
Raising funds	9	13,047	-	-	13,047	13,628
Charitable activities	10	1,035,775	8,768,612	612,524	10,416,911	10,143,134
Total expenditure	8	1,048,822	8,768,612	612,524	10,429,958	10,156,762
Net expenditure		(351,322)	(238,875)	(441,383)	(1,031,580)	(991,938)
Transfers between funds	23	(20,088)	-	20,088	-	-
Net movement in funds before other recognised gains / (losses)		(371,410)	(238,875)	(421,295)	(1,031,580)	(991,938)
Actuarial losses on defined benefit pension schemes	30	-	(203,000)	-	(203,000)	(651,000)
Net movement in funds		(371,410)	(441,875)	(421,295)	(1,234,580)	(1,642,938)
Reconciliation of funds:						
Total funds brought forward		495,173	(5,214,427)	8,040,811	3,321,557	4,964,495
Net movement in funds		(371,410)	(441,875)	(421,295)	(1,234,580)	(1,642,938)
Total funds carried forward		123,763	(5,656,302)	7,619,516	2,086,977	3,321,557

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 36 to 71 form part of these financial statements.

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07692668

BALANCE SHEET
AS AT 31 AUGUST 2020

	Note	2020 £	2020 £	2019 £	2019 £
Fixed assets					
Tangible assets	18		7,756,216		8,195,851
			7,756,216		8,195,851
Current assets					
Stocks	19	14,451		10,475	
Debtors	20	256,584		181,213	
Cash at bank and in hand	28	509,166		752,612	
		780,201		944,300	
Creditors: amounts falling due within one year	21	(669,080)		(465,894)	
Net current assets			111,121		478,406
Total assets less current liabilities			7,867,337		8,674,257
Creditors: amounts falling due after more than one year	22		(118,360)		(136,700)
Net assets excluding pension liability			7,748,977		8,537,557
Defined benefit pension scheme liability	30		(5,662,000)		(5,216,000)
Total net assets			2,086,977		3,321,557
Funds of the Academy Trust					
Restricted funds:					
Restricted fixed asset funds	23	7,619,516		8,040,811	
Restricted general funds	23	5,698		1,573	
Restricted funds excluding pension liability	23	7,625,214		8,042,384	
Restricted general funds - Pension reserve	23	(5,662,000)		(5,216,000)	
Total restricted funds	23		1,963,214		2,826,384
Unrestricted funds	23		123,763		495,173
Total funds			2,086,977		3,321,557

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07692668

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2020

The financial statements on pages 32 to 71 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



.....
S Wright

Chair of Trustees

Date: 20 January 2021

The notes on pages 36 to 71 form part of these financial statements.

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash used in operating activities	25	(374,961)	(475,921)
Cash flows from investing activities	27	150,888	(14,468)
Cash flows from financing activities	26	(19,373)	(16,746)
Change in cash and cash equivalents in the year		(243,446)	(507,135)
Cash and cash equivalents at the beginning of the year		752,612	1,259,747
Cash and cash equivalents at the end of the year	28, 29	509,166	752,612

The notes on pages 36 to 71 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. General information

Mayflower High School is a company limited by guarantee incorporated in England and Wales.

The address of the registered office and principal place of operation are detailed on page 1.

The nature of the Academy Trust's operations and principal activity are detailed in the Trustees' Report.

2. Accounting policies

A summary of the principal accounting policies adopted (which have been applied consistently, except where noted), judgements and key sources of estimation uncertainty, is set out below.

2.1 Basis of preparation of financial statements

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Mayflower High School constitutes a public benefit entity as defined by FRS 102. The financial statements are presented in pounds which is the functional currency of the Academy Trust and rounded to the nearest whole pound.

2.2 Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern. The Trustees have recognised that the current level of reserves is low, and the Academy Trust is facing a higher level of uncertainty, significantly exacerbated by the Covid-19 pandemic. They have therefore carefully considered future uncertainties, including the effect on trading revenues, additional operating costs, property maintenance, as well as the expectations of future increases in income principally resulting from growth in pupil numbers and the security of statutory funding. Forecasts include budgets to 2025 and cashflow projections for this period. Budget constraints have been established to provide greater headroom in reserves than in initial budgets. The Trustees have therefore considered this assessment in respect of a period of considerably more than one year from the date of authorisation for issue of the financial statements. As a result of this they have concluded that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about future events or conditions that would question the Academy Trust's ability to continue as a going concern. Accordingly, they continue to adopt the going concern basis of accounting in preparing the financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

2. Accounting policies (continued)

2.3 Income

All incoming resources are recognised when the Academy Trust has entitlement to the funds, the receipt is probable and the amount can be measured reliably.

• **Grants**

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of meeting any performance-related conditions there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the year is deducted from income and recognised as a liability.

Capital grants are recognised in full when there is an unconditional entitlement to the grant. Unspent amounts of capital grants are reflected in the Balance Sheet in the restricted fixed asset fund. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

• **Donations**

Donations are recognised on a receivable basis (where there are no performance-related conditions) where the receipt is probable and the amount can be reliably measured.

• **Other income**

Other income, including the hire of facilities, is recognised in the year it is receivable and to the extent the Academy Trust has provided the goods or services.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

- **Expenditure on raising funds**

This includes all expenditure incurred by the Academy Trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

- **Charitable activities**

These are costs incurred on the Academy Trust's educational operations, including support costs and costs relating to the governance of the Academy Trust apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Academy Trust; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Taxation

The Academy Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by Part 11, chapter 3 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

2. Accounting policies (continued)

2.7 Tangible fixed assets and depreciation

Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and carried forward in the Balance Sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities. Where tangible fixed assets have been acquired with unrestricted or restricted general funds, a transfer is made to the Restricted Fixed Asset fund.

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

The estimated useful lives are as follows:

Freehold property	- 20 years straight line
Plant and machinery	- 5 years straight line
Computer equipment	- 3 years straight line
Motor vehicles	- 5 years straight line

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities.

2.8 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

2.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

2. Accounting policies (continued)

2.11 Liabilities

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Academy Trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

2.12 Provisions

Provisions are recognised when the Academy Trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

2.13 Financial instruments

The Academy Trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Academy Trust and their measurement bases are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 20. Prepayments are not financial instruments. Cash at bank is classified as a basic financial instrument and is measured at face value.

Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in Notes 21 and 22. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

2.14 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

2. Accounting policies (continued)

2.15 Pensions

Retirement benefits to employees of the Academy Trust are provided by the Teachers' Pension Scheme ("TPS") and the Local Government Pension Scheme ("LGPS"). These are defined benefit schemes.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the Academy Trust in separate Trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance Sheet date. The amounts charged to net income / (expenditure) are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

The Academy Trust is a member of a multi-employer plan. Where it is not possible for the Academy Trust to obtain sufficient information to enable it to account for the plan as a defined benefit plan, it accounts for the plan as a defined contribution plan.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

2. Accounting policies (continued)

2.16 Agency arrangements

The Academy Trust acts as an agent in distributing 16-19 Bursary Funds from the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the Academy Trust does not have control over the charitable application of the funds. The Academy Trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities. Where funds have not been fully applied in the accounting period then an amount will be included as amounts due to the ESFA.

2.17 Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the Academy Trust at the discretion of the Trustees.

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the funders where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Department for Education Group.

Investment income, gains and losses are allocated to the appropriate fund.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

3. Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Academy Trust makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in Note 30, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2013 has been used by the actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Any changes in the valuation of freehold property would impact the total net assets of the Academy Trust.

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

4. Income from donations and capital grants

	Unrestricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Donations	42,198	-	42,198
Capital grants	-	171,141	171,141
Total 2020	42,198	171,141	213,339

	Unrestricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Donations	39,263	-	39,263
Capital grants	-	113,492	113,492
Total 2019	39,263	113,492	152,755

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

5. Charitable activities - Funding for the Academy Trust's educational operations

	Unrestricted funds 2020 £	Restricted general funds 2020 £	Total funds 2020 £
DfE/ESFA grants			
General Annual Grant (GAG)	-	7,734,173	7,734,173
Pupil premium	-	113,933	113,933
Other DfE/ESFA Grants	-	455,443	455,443
	-	8,303,549	8,303,549
Other government grants			
Local Authority Grants	-	197,935	197,935
	-	197,935	197,935
Other funding			
Other Educational income	570,080	-	570,080
	570,080	-	570,080
Exceptional government funding			
Coronavirus exceptional support	-	10,319	10,319
JRS Grant income	-	17,934	17,934
Total 2020	570,080	8,529,737	9,099,817

There are no unfulfilled conditions or other contingencies attached to the government grants above.

The Academy Trust has been eligible to claim additional funding in year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under "Exceptional government funding".

- The funding received of £10,319 relates to cleaning equipment and materials which are included within Note 11 as appropriate.
- The Academy Trust furloughed its catering staff under the government's CJRS. The funding received of £17,934 relates to staff costs in respect of catering staff which is included within Note 14 as appropriate.

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

7. Investment income

	Unrestricted funds 2020 £	Total funds 2020 £
Bank interest receivable	441	441
	<hr/> <hr/>	<hr/> <hr/>
	Unrestricted funds 2019 £	Total funds 2019 £
Bank interest receivable	714	714
	<hr/> <hr/>	<hr/> <hr/>

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

8. Total expenditure

	Staff costs 2020 £	Premises costs 2020 £	Other costs 2020 £	Total 2020 £
Expenditure on raising funds:				
Allocated support costs	-	-	13,047	13,047
Educational operations:				
Direct costs	7,069,256	-	897,195	7,966,451
Allocated support costs	1,151,247	696,442	602,771	2,450,460
Total 2020	8,220,503	696,442	1,513,013	10,429,958
	Staff costs 2019 £	Premises costs 2019 £	Other costs 2019 £	Total 2019 £
Expenditure on raising funds:				
Allocated support costs	352	-	13,276	13,628
Educational operations:				
Direct costs	6,491,730	-	1,319,105	7,810,835
Allocated support costs	1,442,845	432,383	457,071	2,332,299
Total 2019	7,934,927	432,383	1,789,452	10,156,762

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

9. Analysis of raising funds - support costs

	Unrestricted funds 2020 £	Total funds 2020 £
Other costs	13,047	13,047
	<hr/> <hr/>	<hr/> <hr/>
	Unrestricted funds 2019 £	Total funds 2019 £
Premises costs	13,276	13,276
Staff costs	352	352
Total 2019	13,628	13,628
	<hr/> <hr/>	<hr/> <hr/>

10. Analysis of expenditure on charitable activities - by fund

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Educational operations	1,035,775	9,381,136	10,416,911
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
Educational operations	1,366,145	8,776,989	10,143,134
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

11. Analysis of expenditure by charitable activities - by type

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £
Educational operations	7,966,451	2,450,460	10,416,911

	Activities undertaken directly 2019 £	Support costs 2019 £	Total funds 2019 £
Educational operations	7,810,835	2,332,299	10,143,134

Analysis of support costs

	Total funds 2020 £	Total funds 2019 £
Defined benefit pension scheme finance costs	95,000	107,000
Staff costs	1,056,247	1,335,845
Depreciation	460,329	448,209
Premises costs	696,442	327,689
Other costs	107,240	85,723
Governance costs	22,975	26,135
Legal costs	12,227	1,698
Total 2020	2,450,460	2,332,299

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

12. Governance costs

	2020	2019
	£	£
Auditors' remuneration - Audit of the financial statements	10,275	9,975
Auditors' remuneration - Other services	8,050	6,750
Governor costs	1,579	1,749
Professional fees	3,071	7,661
	22,975	26,135

13. Analysis of specific expenses

Included within expenditure are the following transactions:

	Total	Individual items above £5,000	
	£	Amount	Reason
		£	
Unrecoverable debts	21,747	21,747	Write off bad debt from SLS lettings.

14. Net expenditure

Net expenditure for the year includes:

	2020	2019
	£	£
Operating lease rentals	22,637	17,477
Depreciation of tangible fixed assets	460,329	448,209
Fees paid to auditors for:		
- Audit of the financial statements	10,275	9,975
- Other services	8,050	6,750

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

15. Staff

a. Staff costs

Staff costs during the year were as follows:

	2020	2019
	£	£
Wages and salaries	5,852,043	5,778,421
Social security costs	584,350	575,119
Pension costs	1,470,879	1,300,242
	7,907,272	7,653,782
Agency staff costs	218,231	174,145
Defined benefit pension scheme finance cost	95,000	107,000
	8,220,503	7,934,927

b. Staff numbers

The average number of persons employed by the Academy Trust during the year was as follows:

	2020	2019
	No.	No.
Teachers	108	105
Administration and support	114	122
Management	10	10
	232	237

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

15. Staff (continued)

c. Higher paid staff

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2020	2019
	No.	No.
In the band £60,001 - £70,000	4	4
In the band £100,001 - £110,000	1	1
In the band £140,001 - £150,000	1	1
	<u><u> </u></u>	<u><u> </u></u>

All of the above employees participated in the Teachers' Pension Scheme. During the year ended 31 August 2020 pension contributions for these staff amounted to £121,446 (2019 - £83,801).

d. Key Management Personnel

The Key Management Personnel of the Academy Trust comprise the Trustees and the Senior Management Team as listed on page 1 and 2. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by Key Management Personnel for their services to the Academy Trust was £495,637 (2019 - £470,757).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

16. Trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The Head Teacher and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Head Teacher and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

		2020	2019
		£	£
L Brumby, Head Teacher and Accounting Officer	Remuneration	145,000 -	145,000 -
		150,000	150,000
	Pension contributions paid	35,000 -	20,000 -
		40,000	25,000
T Fox, Staff Trustee	Remuneration	50,000 -	50,000 -
		55,000	55,000
	Pension contributions paid	10,000 -	5,000 -
		15,000	10,000

During the year ended 31 August 2020, no Trustee expenses have been incurred (2019 - £NIL).

17. Trustees' and Officers' insurance

In accordance with normal commercial practice, the Academy Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2020 was £310 (2019 - £435). The cost of this insurance is included in the total insurance cost.

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

18. Tangible fixed assets

	Freehold property £	Plant and machinery £	Computer equipment £	Motor vehicles £	Total £
Cost or valuation					
At 1 September 2019	10,895,609	160,810	359,090	8,729	11,424,238
Additions	20,694	-	-	-	20,694
At 31 August 2020	<u>10,916,303</u>	<u>160,810</u>	<u>359,090</u>	<u>8,729</u>	<u>11,444,932</u>
Depreciation					
At 1 September 2019	2,865,829	63,433	297,777	1,348	3,228,387
Charge for the year	409,680	16,698	32,205	1,746	460,329
At 31 August 2020	<u>3,275,509</u>	<u>80,131</u>	<u>329,982</u>	<u>3,094</u>	<u>3,688,716</u>
Net book value					
At 31 August 2020	<u><u>7,640,794</u></u>	<u><u>80,679</u></u>	<u><u>29,108</u></u>	<u><u>5,635</u></u>	<u><u>7,756,216</u></u>
At 31 August 2019	<u><u>8,029,780</u></u>	<u><u>97,377</u></u>	<u><u>61,313</u></u>	<u><u>7,381</u></u>	<u><u>8,195,851</u></u>

Included in Freehold property is a valuation of land £2,702,000 (2019 - £2,702,000) which is not depreciated.

The freehold property was valued on 1st August 2011 by a RICS Registered Valuer using the Depreciated Replacement Cost method.

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

19. Stocks

	2020	2019
	£	£
Uniform	14,451	10,475

20. Debtors

	2020	2019
	£	£
Due within one year		
Trade debtors	3,750	8,085
Other debtors	51,785	48,187
Prepayments and accrued income	201,049	124,941
	256,584	181,213

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

21. Creditors: Amounts falling due within one year

	2020	2019
	£	£
Other loans	18,340	18,340
Trade creditors	16,383	16,613
Other taxation and social security	138,272	143,049
Other creditors	155,484	131,435
Accruals and deferred income	340,601	156,457
	669,080	465,894
	2020	2019
	£	£
Deferred Income		
Deferred income at 1 September	84,351	205,137
Resources deferred during the year	170,306	84,351
Amounts released from previous periods	(84,351)	(205,137)
Deferred income at 31 August	170,306	84,351

At the Balance Sheet date the Academy Trust was holding funds received in advance for:

- Catering income received in advance of the Autumn 2020 term;
- Income received for music lessons in advance of the Autumn 2020 term;
- Income received for educational visits and events taking place in 2020/21;
- Rental income paid in advance of the Autumn 2020 term; and
- ESFA rates relief grant received in advance of the next financial year.

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

22. Creditors: Amounts falling due after more than one year

	2020	2019
	£	£
Other loans	118,360	136,700

The aggregate amount of liabilities payable or repayable wholly or in part more than five years after the reporting date is:

	2020	2019
	£	£
Payable or repayable by instalments	63,340	62,637
	63,340	62,637

Included within loans is an Energy Efficiency loan which was repayable over eight years via sixteen 6-monthly payments of £1,670. During the year a total of £3,340 was repaid, leaving £16,700 (2019 - £20,040) outstanding at the Balance Sheet date. A balance of £3,340 is included in Creditors: amounts falling due within one year and £13,360 is included within Creditors: amounts falling due after more than one year. No interest is payable on the loan.

Included within loans is a CIF loan repayable over ten years via 120 monthly payments of £1,250. During the year a total of £15,000 was repaid, leaving £120,000 outstanding at the Balance Sheet date. A balance of £15,000 is included in Creditors: amounts falling due within one year and £105,000 is included within Creditors: amounts falling due after more than one year.

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

23. Statement of funds

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
Unrestricted funds						
Unrestricted general funds	495,173	697,500	(1,048,822)	(20,088)	-	123,763
Restricted general funds						
General Annual Grant (GAG)	-	7,734,173	(7,734,173)	-	-	-
Pupil Premium	-	113,933	(113,933)	-	-	-
Other DfE / ESFA revenue grants	1,573	455,443	(451,318)	-	-	5,698
Local Authority revenue grants	-	197,935	(197,935)	-	-	-
Exceptional government funding	-	28,253	(28,253)	-	-	-
Pension reserve	(5,216,000)	-	(243,000)	-	(203,000)	(5,662,000)
	<u>(5,214,427)</u>	<u>8,529,737</u>	<u>(8,768,612)</u>	<u>-</u>	<u>(203,000)</u>	<u>(5,656,302)</u>
Restricted fixed asset funds						
NBV of fixed assets	8,195,851	-	(460,329)	20,694	-	7,756,216
DfE / ESFA capital grants	-	171,141	(170,535)	(606)	-	-
Loans	(155,040)	-	18,340	-	-	(136,700)
	<u>8,040,811</u>	<u>171,141</u>	<u>(612,524)</u>	<u>20,088</u>	<u>-</u>	<u>7,619,516</u>
Total Restricted funds	<u>2,826,384</u>	<u>8,700,878</u>	<u>(9,381,136)</u>	<u>20,088</u>	<u>(203,000)</u>	<u>1,963,214</u>
Total funds	<u>3,321,557</u>	<u>9,398,378</u>	<u>(10,429,958)</u>	<u>-</u>	<u>(203,000)</u>	<u>2,086,977</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

23. Statement of funds (continued)

The specific purposes for which the funds are to be applied are as follows:

The Unrestricted General fund represents the income and expenditure for which no fund restrictions apply. During the year a transfer of £20,088 was made from this fund to the NBV of fixed assets fund to reflect capital additions bought with Unrestricted funds.

The General Annual Grant (GAG) represents the core funding for the educational activities of the Academy Trust via the Education and Skills Funding Agency (ESFA) by the Department for Education (DfE). The GAG fund has been set up because the GAG must be used for the normal running costs of the Academy Trust.

The Pupil Premium fund represents the restricted funding from the Education and Skills Funding Agency to raise the attainment of disadvantaged pupils and close the gap between them and their peers.

The Other DfE/ESFA revenue grants fund represents the restricted funding received from the DfE/ESFA for specific purposes.

The Local Authority revenue grants fund represents the income received from Essex County Council as a contribution towards the cost of the Academy Trust's revenue expenditure.

The Other Activities fund has been set up to recognise all other restricted funding for specific purposes.

The Exceptional Government fund has been established to record exceptional restricted funding received from the government in response to the COVID-19 pandemic.

The LGPS Pension reserve fund has been created to separately identify the pension deficit inherited from the Local Authority upon conversion to Academy Trust status, and through which pension scheme movements are recognised. The fund is in deficit, but given the nature of the liability this is not payable immediately. Plans are in place to meet the deficit.

The NBV of Fixed Assets fund represents the tangible fixed assets held by the Academy Trust and is equivalent to the NBV of tangible fixed assets. Depreciation of tangible fixed assets is allocated to this fund. The transfer of £20,694 represents capital additions purchased from both capital and Unrestricted funds.

The DfE/ESFA Capital Grants fund has been set up to recognise specific capital grant funding. As capital expenditure is made from this fund a transfer is made to the NBV of fixed assets fund. During the year a transfer of £606 was made to the NBV of fixed assets fund for this purpose.

The Loan fund has been created to show the balance of Salix and CIF Loans repayable at the end of the year after taking into account repayments made during the year. More information regarding the repayment terms of each loan is provided in Note 22.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2020.

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

23. Statement of funds (continued)

Comparative information in respect of the preceding year is as follows:

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
Unrestricted funds						
Unrestricted general funds	791,492	1,100,200	(1,379,773)	(16,746)	-	495,173
Restricted general funds						
General Annual Grant (GAG)	-	7,539,063	(7,503,722)	(35,341)	-	-
Pupil Premium	17,562	119,582	(137,144)	-	-	-
Other DfE / ESFA revenue grants	-	104,175	(102,602)	-	-	1,573
Local Authority revenue grants	-	188,312	(188,312)	-	-	-
Pension reserve	(4,168,000)	-	(397,000)	-	(651,000)	(5,216,000)
	<u>(4,150,438)</u>	<u>7,951,132</u>	<u>(8,328,780)</u>	<u>(35,341)</u>	<u>(651,000)</u>	<u>(5,214,427)</u>
Restricted fixed asset funds						
NBV of fixed assets	8,515,386	-	(448,209)	128,674	-	8,195,851
DfE / ESFA capital grants	(20,159)	113,492	-	(93,333)	-	-
Loans	(171,786)	-	-	16,746	-	(155,040)
	<u>8,323,441</u>	<u>113,492</u>	<u>(448,209)</u>	<u>52,087</u>	<u>-</u>	<u>8,040,811</u>
Total Restricted funds	<u>4,173,003</u>	<u>8,064,624</u>	<u>(8,776,989)</u>	<u>16,746</u>	<u>(651,000)</u>	<u>2,826,384</u>
Total funds	<u>4,964,495</u>	<u>9,164,824</u>	<u>(10,156,762)</u>	<u>-</u>	<u>(651,000)</u>	<u>3,321,557</u>

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

24. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £	Restricted general funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	7,756,216	7,756,216
Current assets	774,503	5,698	-	780,201
Creditors due within one year	(650,740)	-	(18,340)	(669,080)
Creditors due in more than one year	-	-	(118,360)	(118,360)
Defined benefit pension scheme liability	-	(5,662,000)	-	(5,662,000)
Total	123,763	(5,656,302)	7,619,516	2,086,977

Analysis of net assets between funds - prior period

	Unrestricted funds 2019 £	Restricted general funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	8,195,851	8,195,851
Current assets	942,727	1,573	-	944,300
Creditors due within one year	(447,554)	-	(18,340)	(465,894)
Creditors due in more than one year	-	-	(136,700)	(136,700)
Defined benefit pension scheme liability	-	(5,216,000)	-	(5,216,000)
Total	495,173	(5,214,427)	8,040,811	3,321,557

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

25. Reconciliation of net expenditure to net cash flow from operating activities

		2020	2019
		£	£
Net expenditure for the period (as per Statement of Financial Activities)		(1,031,580)	(991,938)
Adjustments for:			
Depreciation	18	460,329	448,209
Capital grants from DfE and other capital income	4	(171,141)	(113,492)
Investment income	7	(441)	(714)
Defined benefit pension scheme cost less contributions payable	30	148,000	290,000
Defined benefit pension scheme finance cost	30	95,000	107,000
Increase in stocks	19	(3,976)	(1,246)
Increase in debtors	20	(75,371)	(208)
Increase/(decrease) in creditors	21	204,219	(213,532)
Net cash used in operating activities		(374,961)	(475,921)

26. Cash flows from financing activities

		2020	2019
		£	£
Repayments of borrowing	21,22	(19,373)	(16,746)
Net cash used in financing activities		(19,373)	(16,746)

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

27. Cash flows from investing activities

		2020	2019
		£	£
Investment income	7	441	714
Purchase of tangible fixed assets	18	(20,694)	(128,674)
Capital grants from DfE Group	4	171,141	113,492
Net cash provided by/(used in) investing activities		150,888	(14,468)

28. Analysis of cash and cash equivalents

	2020	2019
	£	£
Cash in hand	509,166	752,612
Total cash and cash equivalents	509,166	752,612

29. Analysis of changes in net debt

	At 1		At 31
	September	Cash flows	August 2020
	2019	£	£
	£	£	£
Cash at bank and in hand	752,612	(243,446)	509,166
Debt due within 1 year	(18,340)	-	(18,340)
Debt due after 1 year	(136,700)	18,340	(118,360)
	597,572	(225,106)	372,466

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

30. Pension commitments

The Academy Trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Essex County Council. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2016.

Contributions amounting to £147,984 were payable to the schemes at 31 August 2020 (2019 - £94,160) and are included within creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The Teachers' Pension Budgeting and Valuation Account

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI, assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2023.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

30. Pension commitments (continued)

The employer's pension costs paid to TPS in the year amounted to £1,015,000 (2019 - £687,000).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>).

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Academy Trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy Trust has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate Trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £388,000 (2019 - £410,000), of which employer's contributions totalled £308,000 (2019 - £323,000) and employees' contributions totalled £ 80,000 (2019 - £87,000). The agreed contribution rates for future years are 24.8 per cent for employers and 5.5 - 12.5 per cent for employees.

As described in Note 2.15 the LGPS obligation relates to the employees of the Academy Trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy Trust at the Balance Sheet date.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

30. Pension commitments (continued)

Principal actuarial assumptions

	2020	2019
	%	%
Rate of increase in salaries	3.30	3.70
Rate of increase for pensions in payment/inflation	2.30	2.20
Discount rate for scheme liabilities	1.60	1.85
Inflation assumption (CPI)	2.30	2.20
Inflation assumption (RPI)	3.10	3.20

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	2020	2019
	Years	Years
<i>Retiring today</i>		
Males	21.8	21.3
Females	23.8	23.6
<i>Retiring in 20 years</i>		
Males	23.2	23.0
Females	25.2	25.4

Sensitivity analysis

	2020	2019
	£000	£000
Discount rate +0.1%	(226)	(204)
Discount rate -0.1%	231	209
Mortality assumption - 1 year increase	390	373
Mortality assumption - 1 year decrease	(376)	(359)

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

30. Pension commitments (continued)

The Academy Trust's share of the assets in the scheme was:

	2020 £	2019 £
Equities	2,882,000	2,592,000
Gilts	199,000	226,000
Other bonds	260,000	231,000
Property	361,000	329,000
Cash and other liquid assets	126,000	120,000
Other managed funds	282,000	211,000
Alternative assets	540,000	403,000
Total market value of assets	4,650,000	4,112,000

The actual return on scheme assets was £108,000 (2019 - £306,000).

The amounts recognised in the Statement of Financial Activities are as follows:

	2020 £	2019 £
Current service cost	(544,000)	(523,000)
Past service cost	-	(90,000)
Interest income	73,000	96,000
Interest cost	(168,000)	(203,000)
Total amount recognised in the Statement of Financial Activities	(639,000)	(720,000)

Changes in the present value of the defined benefit obligations were as follows:

	2020 £	2019 £
At 1 September	9,328,000	7,697,000
Current service cost	544,000	523,000
Interest cost	168,000	203,000
Employee contributions	80,000	87,000
Actuarial losses	529,000	860,000
Benefits paid	(87,000)	(132,000)
Curtailments and settlements	(250,000)	-
Past service costs	-	90,000
At 31 August	10,312,000	9,328,000

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

30. Pension commitments (continued)

Changes in the fair value of the Academy Trust's share of scheme assets were as follows:

	2020 £	2019 £
At 1 September	4,112,000	3,529,000
Interest income	73,000	96,000
Actuarial gains	326,000	209,000
Employer contributions	308,000	323,000
Employee contributions	80,000	87,000
Benefits paid	(87,000)	(132,000)
Settlement prices paid	(162,000)	-
At 31 August	4,650,000	4,112,000

Reconciliation of opening to closing Defined Benefit Pension Scheme liability

	2020 £	2019 £
Balance brought forward at 1 September	5,216,000	4,168,000
Defined benefit pension scheme cost less contributions payable	148,000	290,000
Defined benefit pension scheme finance cost	95,000	107,000
Actuarial losses	203,000	651,000
Balance carried forward at 31 August	5,662,000	5,216,000

The amounts recognised in the Balance Sheet are as follows:

	2020 £	2019 £
Present value of the defined benefit obligation	(10,312,000)	(9,328,000)
Fair value of scheme assets	4,650,000	4,112,000
Defined benefit pension scheme liability	(5,662,000)	(5,216,000)

MAYFLOWER HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

31. Operating lease commitments

At 31 August 2020 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020	2019
	£	£
Not later than 1 year	17,295	21,464
Later than 1 year and not later than 5 years	1,800	21,464
	19,095	42,928

32. Members' liability

Each Member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a Member, or within one year after he/she ceases to be a Member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he/she ceases to be a Member.

33. Related party transactions

Owing to the nature of the Academy Trust and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Academy Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

The following related party transactions took place during the year:

Transactions relating to the wife of the Head Teacher, L. Brumby;

- The Academy Trust made payments totalling £1,625 (2019 - £650) to D Brumby for her work as Clerk for finance committee meetings held during this period. There were no amounts outstanding at the year end. (2019 - £Nil)
- The Academy Trust made the purchases at arms' length following a competitive tendering exercise in accordance with its financial regulations, which L Brumby neither participated in, nor influenced.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

34. Agency arrangement

The Academy Trust administers the distributions of the new discretionary support for learners, 16-19 Bursary Funds, on behalf of the ESFA. The terms and conditions associated with the funding were altered in the previous year so that if the Academy Trust exercises discretion over the funding, the income and disbursed amounts are to be held within Restricted funds by the Academy trust, which is the case for the Trust. The transactions in the year were as follows:

During the year the Academy Trust received £15,548 (2019 - £15,346) and disbursed £9,850 (2019 – £15,260), £Nil (2019 - £767) was retained to cover administration expenses and therefore a balance of £5,698 (2019 - £1,443) was held at the year end in restricted funds.

35. Controlling party

There is no ultimate controlling party.